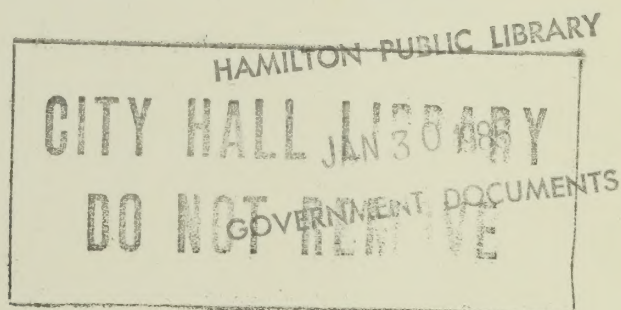


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C.S.S.
CO-OPERATIVE SALARY SYSTEM
FOR
THE CORPORATION OF THE CITY OF HAMILTON, ONTARIO,
AND
CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 167



JANUARY, 1974.

P. S. ROSS & PARTNERS
MANAGEMENT CONSULTANTS

R Ross PS & Partners
21066 Co-Operative
.7135 Salary System for
Jan 1974 Hamilton
c.2

C.S.S.

CO-OPERATIVE SALARY SYSTEM

FOR

THE CORPORATION OF THE CITY OF HAMILTON, ONTARIO,

AND

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 167

JANUARY, 1974.



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P. S. ROSS & PARTNERS

MANAGEMENT CONSULTANTS 200 UNIVERSITY AVENUE/TORONTO 110/CANADA/363-8281

January 30, 1974

CONFIDENTIAL

Mr. J. R. Jones,
Secretary, Board of Control,
Corporation of the City of Hamilton,
City Hall,
Hamilton, Ontario.

Dear Mr. Jones,

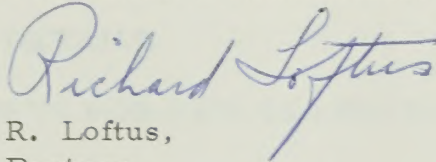
As requested by the Board of Control, the Co-Operative Salary System program has been completed in January 1974 for Local 167.

Attached for the Board's information and perusal is the final report and recommendations.

Please advise if we can be of any further assistance in regard to Local 167.

Yours very truly,

P. S. ROSS & PARTNERS.



R. Loftus,
Partner.

Encl.

PM/bmf

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1. INTRODUCTION

The development and installation of a Co-operative Salary System for "The Corporation of the City of Hamilton" and the Canadian Union of Public Employees, Local 167, is now considered completed.

The development and installation aspects of the total system have been done on a co-operative basis, covering the following broad areas:

*	Job Descriptions	Preparation, review, approval
*	Evaluation	Preliminary, formal
*	Salary Classifications	Benchmark jobs, survey participants, plotting wage curve, calculation of wage classifications
*	Continuity of System	Develop requirements, etc.

Under the original "Rules of Procedure" as approved by both Union and Management representatives, this final submission to the Board of Control has been prepared by the Review and Evaluation Committee as a whole and reflects our unanimous agreement on the findings and recommendations contained herein.

There are a number of position areas where similarity was encountered resulting in agreement by the committee that this report should recommend that new position titles be adopted.

The greatest area of similarity in position descriptions was found in the clerical area. Messrs. W. McFarland, Deputy Treasurer, and C. Murray, President of Local 167, were requested by the Committee to investigate the feasibility of standardizing the clerical position titles. They conducted a survey leading to the conclusion that there should be nine clerical positions. These would eliminate between fifteen and twenty position titles in the Treasury Department as well as many in other departments.

The report was reviewed by the Committee who agreed in principal with the findings. They did, however, reduce the number of clerical positions from nine to seven which have been titled Clerk I - VII. Attached as Appendix F is a listing of the evaluation points applied to each of these seven positions.

A great deal of similarity was also found in the steno-typist and typist-clerk areas with the result that the Committee recommends introduction of three classifications of "Steno-Clerk" and three classifications of "Typist-Clerk". The basic premise by which these classifications were established is that wherever shorthand was used, the connotation of stenographer was introduced into the position title. Where clerical duties were also a responsibility, the position became known as "Steno-Clerk". Similarly, where a typist had clerical duties and no shorthand involved, the position title became "Typist-Clerk". We were unable to find in our analysis where there were any particular positions doing a purely stenographic function. For this reason, there is no classification recommended for a stenographer as such. The evaluation points for "Steno-Clerk" I - III and "Typist-Clerk" I - III are attached as Appendix F.

Similarity was also found in the Draftsman positions. We, therefore, have recommended that there be three positions of Draftsman named "Draftsman" I - III. Attached as Appendix F are the evaluation points which have been assigned by the Committee to these three classifications.

II. POSITION DESCRIPTIONS

The first phase of CSS was the preparation of Position Descriptions. This was accomplished by having the employee prepare a detailed "Preliminary Position Description". This was then reviewed and approved by the employee's immediate Supervisor and his Department Head. The approved Preliminary Descriptions were forwarded to the Secretary, Review and Evaluation Committee.

The Secretary prepared a summary which is known as the "Master Position Description". These were sent to the employees, the employees' immediate Supervisor and employees' Department Heads for approval. The summary description was then reviewed and approved by the Director of Personnel and Chairman, Review and Evaluation Committee, before being submitted to the Review and Evaluation Committee for review and approval.

In some instances a number of Position Descriptions were received for the same Position Title and Classification, or conversely, the Committee felt, in some instances, that a number of positions individually described could actually be covered by one category.

Attached is a complete list of all positions listed in the Contract, positions actually evaluated and position classification titles recommended as well as other pertinent data. (Appendix A).

III. EVALUATION

REVIEW AND EVALUATION COMMITTEE

As set out in the "Rules of Procedure" governing the development and installation of a "Co-operative Salary System" a Review and Evaluation Committee was established consisting of a Chairman, Secretary, three representatives of the Union and three management representatives of the City of Hamilton.

The responsibilities of this Committee were defined as follows:

1. Review and approval of rules of procedure.
2. Review and approval of master position descriptions.
3. Evaluation of all positions.
4. Review and approval of list of participants who will be requested to participate in the salary survey.
5. Review and approval of the selected benchmark positions.
6. Review and approval of the salary classifications that will be constructed as a result of the survey and the ensuing calculations.

COMMITTEE MEETINGS

Approximately 39 meetings were held in total by Local 167 "Review and Evaluation Committee". The first three meetings were for purposes of review and approval of "Rules of Procedure" and training sessions. The last few meetings were for re-evaluation purposes and review and approval of selected Benchmark Positions and Survey Participants.

FORMAL EVALUATIONS

As a result of the Committee's review and evaluation of the various positions in Local 167, some changes in Position Classification Description appear warranted. Recommended changes are shown in Appendix A.

PLOT CURVE, CALCULATE AND ENTER SALARY CLASSIFICATIONS

Based on the results of the survey and the tabulation thereof as shown in Appendix E, the wage curve has now been plotted and wage classifications calculated and entered on the graph. This data is attached as Appendix G. Eighteen salary classifications have been plotted.

SALARY CLASS TABULATION

Attached as Appendix H are the classifications plotted and calculated on the previous graphical portrayal, Appendix G. There are eighteen salary classifications ranging from S-1 to S-18 inclusive. These are based on a 5% compound table. A greater number of classifications is possible if you were to recalculate on the basis of a 4% compounding table, or, alternatively, a lesser number of classifications would be possible if you were to increase to a 6% compounding table. However, it is recommended that the 5% table gives us sufficient classifications with a point variation of just slightly in excess of two points per classification.

Based on these classifications, a tabulation (see Appendix A) of the 1972 mid point salaries for Local 167 has been prepared, opposite which are shown the comparable salary rate if the newly calculated salary classifications were applied. It should be noted that these salary classifications have been calculated on survey findings related to the 1972 salary rates and do not take into account any increases which may have been granted to any by the municipalities and applicable in 1973.

IV. SALARY CLASSIFICATIONS

The establishment of "Salary Classifications" consists of a number of sequential steps or phases. These were as follows:

1. Select and approve "Benchmark Positions".
2. Select and approve "Survey Participants".
3. Conduct a "Salary Survey".
4. Correlate the results of the "Salary Survey".
5. Plot the salary curve.
6. Calculate and draw in the "Salary Classifications".
7. Prepare salary classification schedule.

BENCHMARK POSITIONS

The Chairman of the Review and Evaluation Committee selected Benchmark Positions for Local 167 which appeared reasonably standard. These covered the complete range from the bottom to the top of the salary structure. They were then submitted to the Committee for approval. The final approved list of Benchmark Positions is attached as Appendix B.

SURVEY PARTICIPANTS

A list of the survey participants is included in Appendix C.

SURVEY

Results of the total survey are attached as Appendix E.

V. CONTINUITY OF SYSTEM

1. CSS COMMITTEE (CO-OPERATIVE SALARY SYSTEM)

It is recommended that the Review and Evaluation Committee continue to function as a supplement to the Personnel Committee, under the name of the CSS Committee. This Committee shall report directly through its Chairman, in writing, to the Chairman of the Personnel Committee. The purposes and objectives of this Committee are:

1. To review and approve position descriptions of any newly formulated positions or positions not previously evaluated within three (3) months of their establishment by City Council.
2. To review the position descriptions of any positions in which there has been a change to the assigned responsibilities as per the approved job descriptions.
3. To conduct formal evaluations in relation to either of the foregoing conditions and to communicate the findings to the Chairman of the Personnel Committee in writing.
4. The Committee will entertain any request made for a re-evaluation of any specific position provided the proper procedure has been followed in submitting the request.

2. COMMITTEE

(A) Make-Up

The CSS Committee will consist of 8 people made up as follows:

- * Chairman (The Director or Deputy Director, Personnel)
- * Secretary
- * 3 Management Members
- * 3 Union Members

It is recommended that a total of six (6) Management Department Heads or Deputy Department Heads be appointed by the Board of

Control as eligible to sit on the CSS Committee. The Secretary of the Committee will be responsible for scheduling their attendance at the meetings on a rotating basis to ensure the least disruption to normal duties as possible of any one of these members. At any given meeting no department will have more than one management representative in attendance.

Six members from Local 167 will be appointed by the Union as eligible to sit on the CSS Committee. The Local will be responsible to ensure that three (3) of the six identified members are present for each meeting. No two (2) Union members will be from the same sub department as that of an employee's position being evaluated or re-evaluated.

(B) Duties of the Chairman

The Chairman of the Committee is responsible for calling and presiding at all meetings.

(C) Duties of the Secretary

1. To inform both Management and Union of the date and agenda for each meeting, at least two weeks prior to the meeting.
2. To maintain all records of the Committee and to allow access to these records to all members of the Committee.
3. To take minutes and to distribute a copy of all such minutes and decisions to the attending members.

(D) Voting Powers

All decisions, regarding evaluations and re-evaluations, to be made by the Committee, will be put to vote and approval must be on a majority basis of not less than five (5) affirmatives.

Changes to the Rules of Procedure require six (6) affirmatives.

The Chairman and the six members only will have voting powers.

3. COMMITTEE MEETINGS

Meetings will commence within 10 weeks of approval of this document by both the City of Hamilton and Local 167.

The CSS Committee will meet on a regularly scheduled basis, bi-monthly, on the third Thursday of the given month.

If, at any time, the workload is sufficiently heavy, then additional meetings will be scheduled, by the Secretary, in accordance with the availability of the members of the Committee.

4. (A) Chairman (CSS Committee)

The Chairman, CSS Committee will be responsible for:

1. The preparation of the Operating Procedures for the CSS System to be written in a manner for the operating personnel to be able to follow the rules for the continuity of the system, as approved by the Review and Evaluation Committee and subsequently by the Board of Control and Local 167.
2. The design of requisite forms as identified in the Operating Procedures.

The foregoing documentation is to be available to a Special Review Committee as identified below not later than 6 weeks after approval of "Continuity of System" by the Board of Control and Local 167.

(B) Special Committee Representatives

Not later than 6 weeks after approval of the recommendations pertaining to "Continuity of System", the Board of Control will appoint one member of Management and Local 167 will appoint one Union representative, both to be selected from the names of those eligible to sit on the CSS Committee, as special representatives of the CSS Committee to perform the following functions:

1. To review in detail the Rules of Procedure that were in effect for the Review and Evaluation Committee and to prepare specific recommendations to the CSS Committee for modification, therein to ease the operating methods of the newly formed CSS Committee.
2. To review the draft Operating Procedures and forms as prepared by the Director of Personnel and to provide recommendations for their adoption or modification to the CSS Committee.

(C) Procedure for Request for Re-evaluation

A "Request for Re-evaluation" will be submitted to the CSS Committee under the following circumstances:

1. By the Employee's Department Head when there is a change in position content or responsibilities.
2. By the Employee's Department Head when a written request from the Employee with which he/she agrees is received.
3. By the Executive of the Employee's Union provided that:
 - a) The Employee's request for re-evaluation has been turned down by his Department Head.
 - b) The executive of the Union has completed the requisite "Request for Re-evaluation" forms and has submitted a copy to the Employee's Department Head and the Chairman of the Personnel Committee.

(D) Responsibilities of the Department Head Regarding Request for Re-evaluation

1. When an Employee's Department Head makes a Request for Re-evaluation, he/she will give the incumbent(s) in the position the opportunity before the request is submitted to the CSS Committee, to review the position description and specification and to discuss their adequacy.

When an incumbent has reviewed the position documents, he/she will be asked to sign them indicating approval or disapproval.

2. In the case of an Employee's request to his/her Department Head for re-evaluation, the Department Head will, if he/she agrees, complete a "Request for Re-evaluation" in co-operation with the employee. If the Department Head does not agree with the Employee's request, he/she will deny this request, in writing, within ten (10) working days of the employee's written submission.

(E) Responsibilities of Local 167 Regarding Request for Re-Evaluation

When an Employee's request for re-evaluation has been denied or the 10 day limit has expired, the Union may lodge a Request for Re-evaluation within thirty (30) working days of the employee's original request.

(F) Responsibilities of the CSS Committee Regarding Request for Re-Evaluation

1. The CSS Committee will have 2 meetings to reach a decision on a request for evaluation or re-evaluation.
2. If the CSS Committee has not dealt with the request, or arrived at a decision within this time limit, the position in question may be held over to a later meeting by a vote of six (6) of the members.
3. No item on the Agenda may be deferred more than two (2) times.
4. In the case of continued failure to reach agreement, the specific position shall be forwarded to the Personnel Advisory Committee, advising of failure to arrive at agreement and providing full documentation and reasons.

(G) Resubmission of a Request for Re-Evaluation

Any request for re-evaluation reviewed by the CSS Committee may be re-submitted by the originator in the normal fashion after a period not less than six (6) months after the decision of the Committee.

5. SALARY CLASSIFICATIONS

When the CSS Committee is established, Salary Curves will be plotted using the "Evaluation Points" and rates in effect at that time, assigned during Formal Evaluation for each Position. Salary Classifications will be calculated showing the Point Spread for each Position. These classifications will be set up on a schedule indicating the classification number, the evaluation points covered by this classification and the dollar value in terms of weekly rates. This schedule will be the basis for setting rates for new or revised Positions by the CSS Committee after the Position has been evaluated or re-evaluated.

When a change takes place due to a renegotiated or newly negotiated contract which affects the rates or at any given time during the life of the contract when the rates change due to some negotiated effective period of change, then new curves and classifications will be calculated. These changes should be made continuously available to the CSS Committee.

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	A P P E N D I X A - 1.		
						CLASS NO.	LOW	HIGH
7-47-01	Relocation Officer	Real Estate	Same	36.2	216	S - 12	197	202
7-47-02	Senior Real Estate Negotiator	Real Estate	Same	43.2	218	S - 17	251	258
7-47-03	Systems Analyst	Treasury	Same	46.1	281	S - 18	264	270
7-47-04	Programmer I	Treasury	Same	41.2	239	S - 15	228	234
7-45-01-01	Junior Planner II	Planning	Same	32.0	224	S - 10	179	183
7-45-01-02	Junior Planner II	Planning	Same	32.0	224	S - 10	179	183
7-45-01-03	Junior Planner II	Planning	Same	32.0	224	S - 10	179	183
7-45-01-04	Junior Planner II	Planning	Same	32.0	224	S - 10	179	183
7-43-01	Accountant III (Finance)	Treasury	Clerk I	40.8	197	S - 15	228	234
7-43-02	Accountant III (Treasury)	Treasury	Clerk I	40.8	197	S - 15	228	234
7-42-01	Programmer II	Treasury	Same	33.4	190	S - 11	188	192
7-40-01	Payments Clerk I	Treasury	Clerk II	35.5	184	S - 12	197	202
7-40-02	Clerk-Final Payments	Treasury	Clerk II	35.5	184	S - 12	197	202
7-40-03	Zoning Examiner & Code Correlator	Building	Same	28.7	184	S - 9	170	174
7-40-05	Plumbing Inspector	Building	Same	33.3	184	S - 11	188	192
7-40-06	Heating Inspector	Building	Same	33.3	184	S - 11	188	192
7-40-08	Building Zoning Inspector	Building	Same	33.3	184	S - 11	188	192
7-40-10	Secretary-Marriage Licence Clerk	City Clerk's	Clerk IV	24.8	184	S - 7	155	158

1.

A P P E N D I X A - 2.
SALARY SURVEY *

POSITION CODE	POSITION TITLE	DEPARTMENT	PLACEMENT POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	V A L U E		
						CLASS NO.	LOW	HIGH
7-40-11	Emergency Housing Co-ordinator	Welfare	Same	24.4	184	S - 7	155	162
7-40-12	Laboratory Technician I	Municipal Lab.	Same	29.1	184	S - 9	170	179
7-40-13	Junior Real Estate Negotiator	Real Estate	Same	29.6	180	S - 9	170	179
7-40-15	Housing Inspector	Community Development	Same	28.0				
7-40-16	Property Rental Agent	Real Estate	Same	25.2				
7-39-01	Instrumentman I	City Engineer's	Same	29.4	173	S - 9	170	179
7-39-02	Payments Clerk II	Treasury	Clerk III	30.3	176	S - 10	179	188
7-39-03	Draftsman I	Architect's	Same	31.3	176	S - 10	179	188
7-39-03-01	Draftsman I	City Engineer's	Draftsman II	25.2	176	S - 7	155	162
7-39-03-02	Draftsman I	City Engineer's	Same	31.8	176	S - 10	179	188
7-39-03-03	Draftsman I	City Engineer's	Clerk III	30.3	176	S - 9	170	179
7-39-03-04	Draftsman I	City Engineer's	Same	31.8	176	S - 10	179	188
7-39-03-05	Draftsman I	City Engineer's	Same	31.8	176	S - 10	179	188
7-39-03-06	Draftsman I	City Engineer's	Same	31.8	176	S - 10	179	188
7-39-03-07	Draftsman I	City Engineer's	Same	31.8	176	S - 10	179	188
7-39-03-08	Draftsman I	City Engineer's	Draftsman II	25.2	176	S - 7	155	162
7-39-03-09	Draftsman I	City Engineer's	Same	31.8	176	S - 10	179	188

A P P E N D I X A - 3.
SALARY SURVEY

POSITION CODE	POSITION TITLE	DEPARTMENT	PRESENT POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	CLASS NO.			V A L U E		
						LOW	MID	HIGH	LOW	MID	HIGH
7-39-03-10	Draftsman I	City Engineer's	Same	31.8	176	S - 10	179	183	179	183	188
7-39-03-11	Draftsman I	City Engineer's	Same	31.8	176	S - 10	179	183	179	183	188
7-39-04	Chief Clerk of Special Services	Welfare	Same	26.8	176	S - 8	162	166	162	166	170
7-39-05	Chief Cost Clerk	Streets And Sanitation	Clerk III	30.3	176	S - 10	179	183	179	183	188
7-39-06	Community Worker	Community Development	Same	28.2	176	S - 8	162	166	162	166	170
7-39-07-01	Urban Renewal Clerk	Treasury	Clerk III	30.3	176	S - 10	179	183	179	183	188
7-39-07-02	Urban Renewal Clerk	Treasury	Clerk III	30.3	176	S - 10	179	183	179	183	188
7-39-08	Chief Clerk	Community Development	Clerk IV	24.8	176	S - 7	155	158	155	158	162
7-39-10	Caseload Supervisor Intake	Welfare	Senior Intake Clerk	29.6	176	S - 9	170	174	170	174	179
7-38-01	Construction Inspector I	City Engineer's	Same	33.2	175	S - 11	188	192	188	192	197
7-38-02	Traffic Signal Technician	Traffic	Same	30.4	175	S - 10	179	183	179	183	188
7-38-03	Waterworks Lab. Technician	Municipal Lab.	Same	25.4	173	S - 7	155	158	155	158	162
7-38-04	Lab Technician-S.T.P.	Municipal Lab.									
7-37-01	Junior Traffic Technician	Traffic	Same	25.4	168	S - 7	155	158	155	158	162
7-37-02-01	Receipts Clerk I	Treasury	Clerk III	30.3	168	S - 9	170	174	170	174	179

A P P E N D I X A - 4.
SALARY SURVEY

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	CLASS NO.	V A L U E		
							LOW	MID-POINT	HIGH
7-37-02-02	Receipts Clerk I	Treasury	Clerk III	30.3	168	S - 9	170	174	179
7-37-03	Taxation Clerk I	Treasury	Clerk IV	24.8	168	S - 7	155	158	162
7-37-04	Clerk (Accounting and Budget Control Section)	Treasury	Clerk IV	24.8	168	S - 7	155	158	162
7-37-05	Section Accountant	Treasury	Clerk III	30.3	168	S-10	179	183	188
7-37-06	House Plan Examiner & Draftsman	Building	House Plan Examiner	24.4	168	S - 7	155	158	162
7-37-07	Supervisor - Records Division	City Clerk's	Clerk IV	24.8	168	S - 7	155	158	162
7-37-08	Console Operator	Treasury	Same	26.4	168	S - 8	162	166	170
7-37-09	Central Registry Clerk	City Clerk's	Same	27.0	168	S - 8	162	166	170
7-37-10-01	Junior Planning Technician	Planning	Draftsman II	25.2	168	S - 7	155	158	162
7-37-10-02	Junior Planning Technician	Planning	Draftsman II	25.2	168	S - 7	155	158	162
7-37-10-03	Junior Planning Technician	Planning	Draftsman II	25.2	168	S - 7	155	158	162
7-37-11	Fraud Detection Officer	Welfare	Same	24.6	168	S - 7	155	158	162
7-37-13	Social Technologist	Planning			-	-	-		
7-36-01	Swimming Pool Technician	Municipal Lab.			164	-	-		
7-36-02	Engineering Technician	Municipal Lab.	Same	26.4	164	S - 8	162	166	170
7-36-03	Receipts Clerk II	Treasury	Clerk III	30.3	160	S - 10	179	183	188

A P P E N D I X A - 5.
SALARY SURVEY

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	V A L U E		
						CLASS NO.	LOW	HIGH
7-36-04	Clerk-Property	City Clerk's	Clerk IV	24.8	160	S - 7	155	162
7-36-05	Program Organizer	Recreation	Same	24.9	160	S - 7	155	162
7-36-08	Buyer I	Purchasing	Same	26.2	160	S - 8	162	170
7-36-09	Casework Assessor Intake	Welfare	Same	24.6	160	S - 7	155	162
7-35-01-01	Construction Inspector II	City Engineer's	Senior Waterworks Clerk	26.8	155	S - 8	162	170
7-35-01-02	Construction Inspector II	City Engineer's	Same	25.6	155	S - 7	155	162
7-35-01-03	Construction Inspector II	City Engineer's	Same	25.6	155	S - 7	155	162
7-35-01-04	Construction Inspector II	City Engineer's	Same	25.6	155	S - 7	155	162
7-35-01-05	Construction Inspector II	City Engineer's	Same	25.6	155	S - 7	155	162
7-35-01-06	Construction Inspector II	City Engineer's	Same	25.6	155	S - 7	155	162
7-35-02	Private Drain Inspector	City Engineer's	Same	25.3	155	S - 7	155	162
7-35-03	Traffic Signal Repairman I	Traffic	Same	28.5	155	S - 9	170	179
7-34-01	Payments Clerk III- Payroll	Treasury	Clerk IV	24.8	153	S - 7	155	162
7-34-02	Payments Clerk III	Treasury	Clerk IV	24.8	153	S - 7	155	162
7-34-03	Taxation Clerk II	Treasury	Clerk IV	24.8	150	S - 7	155	162
7-34-04	Clerk (Metered Water)	Treasury	Clerk IV	24.8	153	S - 7	155	162
7-34-05-01	Draftsman II	Planning	Same	25.2	153	S - 7	155	162

A P P E N D I X A - 6.
SALARY SURVEY

1972-SALARY
(CONTRACT)
MID POINT

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	CLASS NO.	LOW	MID-POINT	HIGH
7-34-05-02	Draftsman II	Planning	Draftsman III	16.6	153	S - 3	127	130	134
7-34-05-03	Draftsman II	Planning	Clerk V	19.1	153	S - 4	134	137	140
7-34-05-04	Draftsman II	Planning	Planning Draftsman	20.3	153	S - 5	140	144	147
7-34-05-05	Draftsman II	Planning	Planning Draftsman	20.3	153	S - 5	140	144	147
7-34-05-06	Draftsman II	Planning	Planning Draftsman	20.3	153	S - 5	140	144	147
7-34-05-07	Draftsman II	Committee of Adjustment	Same	25.2	153	S - 7	155	158	162
7-34-05-08	Draftsman II	City Engineer's	Same	25.2	153	S - 7	155	158	162
7-34-05-09	Draftsman II	City Engineer's	Same	25.2	153	S - 7	155	158	162
7-34-05-10	Draftsman II	City Engineer's	Draftsman I	31.8	153	S - 10	179	183	188
7-34-05-11	Draftsman II	City Engineer's	Same	25.2	153	S - 7	155	158	162
7-34-05-12	Draftsman II	City Engineer's	Quality Control Technician	23.6	153	S - 6	147	151	155
7-34-05-13	Draftsman II	City Engineer's	Same	25.2	153	S - 7	155	158	162
7-34-05-14	Draftsman II	City Engineer's	Drafting Technician	27.4	153	S - 8	162	166	170
7-34-05-15	Draftsman II	City Engineer's				-	-	-	-
7-34-05-17	Draftsman II	City Engineer's	Same	25.2	153	S - 7	155	158	162
7-34-05-18	Draftsman II	Traffic	Draftsman III	16.6	153	S - 3	127	130	134
7-34-06	Building Inspection Clerk Building		Clerk IV	24.8	153	S - 7	155	158	162
7-34-08	Assistant Court Representative	Welfare	Same	24.6	153	S - 7	155	158	162

6.

A P P E N D I X A - 7.
SALARY SURVEY

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	V A L U E		
						CLASS NO.	LOW	MID-POINT HIGH
7-34-11-01	Relief Investigator	Welfare	Same	24.6	153	S - 7	155	158 162
7-34-11-02	Relief Investigator	Welfare	Same	24.6	153	S - 7	155	158 162
7-34-13	Fieldworker	Welfare	Same	24.6	153	S - 7	155	158 162
7-34-14	Instrumentman II	City Engineer's	Same	27.4	153	S - 8	162	166 170
7-34-15	Stock-keeper & Sign Painter	Traffic	Same	26.9	153	S - 8	162	166 170
7-34-16	Photographer	City Engineer's	Same	22.4	153	S - 6	147	151 155
7-34-17	Traffic Analyst	Traffic	Clerk V	19.1	153	S - 4	134	137 140
7-34-18	Resident Supervisor Confederation Park	City Clerk's	Same	24.9	153	S - 7	155	158 162
7-34-19	Field Control Assistant	City Engineer's	Same	26.1	153	S - 7	155	158 162
7-33-01	Traffic Signal Repairman I	Traffic	Same	26.9	148	S - 8	162	166 170
7-32-01	Junior Cost Clerk-Shop	City Engineer's	Clerk V	19.1	147	S - 4	134	137 140
7-32-02	Payments Clerk IV	Treasury	Clerk IV	24.8	146	S - 7	155	158 162
7-32-03	Clerk (Accounting and Budget Control)	Treasury	Clerk IV	24.8	146	S - 7	155	158 162
7-32-04	Unit Record Operator	Treasury	Same	19.1	146	S - 4	134	137 140
7-32-05	Deputy Divisional Registrar	City Clerk's	Clerk V	19.1	146	S - 4	134	137 140
7-32-06	Buyer II	Purchasing	Same	22.1	146	S - 6	147	151 155
7-32-07-01	Clerk Title Searcher	City Solicitor's	Same	22.8	146	S - 6	147	151 155
7-32-07-02	Clerk Title Searcher	City Engineer's	Same	22.8	146	S - 6	147	151 155

7.

A P P E N D I X A - 8.									
1972-SALARY (CONTRACT)					SALARY SURVEY V A L U E				
POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	MID POINT	CLASS NO.			HIGH
						LOW	MID-POINT	HIGH	
7-32-10	Timekeeper and Cost Clerk, Waterworks	City Engineer's	Clerk V	19.1	146	S - 4	134	137	140
7-32-11	Junior Cost Clerk and Typist	Streets and Sanitation	Clerk V	19.1	146	S - 4	134	137	140
7-32-12	Supervisor of Recreation	Macassa Lodge	Same	24.1	148	S - 7	155	158	162
7-30-01	Lookkeeper and Collector (Market)	Property Licence-City Clerk's	Clerk V	19.1	141	S - 4	134	137	140
7-30-02	Construction Inspector	City Engineer's	Same	23.6	139	S - 6	147	151	155
7-30-03	Automatic Traffic Counter Operator	Traffic	Traffic Counter Operator	15.5	139	S - 2	121	124	127
7-30-04	Chief	Macassa Lodge	Same	25.1	143	S - 7	155	158	162
7-30-05	Payroll Clerk	Treasury	Clerk V	19.1	138	S - 4	134	137	140
7-30-06	Junior Inspection Clerk	Building	Same	17.0	138	S - 3	127	130	134
7-30-07	Senior Clerk, Printing and Mail Service	City Clerk's	Senior Printing Operator	23.9	138	S - 6	147	151	155
7-30-08	Traffic Serviceman I	Traffic	Same	18.5	138	S - 4	134	137	140
7-30-09-01	Clerk Investigator	Traffic	Same	20.0	138	S - 4	134	137	140
7-30-09-02	Clerk Investigator	Traffic	Dispatcher Clerk	17.6	138	S - 3	127	130	134
7-30-09-03	Clerk Investigator	Traffic	Same	20.0	138	S - 5	140	144	147
7-30-10	Meter Serviceman	Traffic	Same	18.1	138	S - 4	134	137	140
7-30-11	District Visitor	Welfare	Same	22.2	138	S - 6	147	151	155
7-30-12	Non-Resident Adjustment Clerk	Welfare	Clerk V	19.1	138	S - 5	140	144	147

8.

A P P E N D I X A - 9.

POSITION CODE	POSITION TITLE	DEPARTMENT	BUDGETED POSITION TITLE	EXAMINATION POINTS	1972-SALARY (CONTRACT) MID POINT	SALARY SURVEY V A L U E		
						CLASS NO.	LOW	MID-POINT HIGH
7-30-13-01	Engineering Clerk	City Engineer's	Clerk V	19.1	138	S - 4	134	137 140
7-30-13-02	Engineering Clerk	City Engineer's	Clerk V	19.1	138	S - 4	134	137 140
7-30-13-03	Engineering Clerk	City Engineer's	Clerk VI	15.9	138	S - 2	121	124 127
7-30-14	Public Utilities Clerk	City Engineer's	Clerk V	19.1	138	S - 4	134	137 140
7-30-15	Payments Clerk V	Treasury	Clerk V	19.1	138	S - 4	134	137 140
7-30-16	Clerk-Central Registry	City Clerk's	Clerk IV	24.8	--	S - 7	155	158 162
7-30-17	bookkeeper	Macassa Lodge	Clerk V	19.1	140	S - 4	134	137 140
7-30-18	Laboratory Technician II	Municipal Lab.	Same	22.8	140	S - 6	147	151 155
7-30-19	Assistant Supervisor of Recreation.	Macassa Lodge	Same	21.9	140	S - 5	140	144 147
7-30-20	Information and Records Clerk (Waterworks Mtoe.)	City Engineer's	Clerk V	19.1	131	S - 4	134	137 140
7-30-21	Water Meter Clerk	City Engineer's	Clerk V	19.1	131	S - 4	134	137 140
7-29-01-01	Stenographer I	City Clerk's	Steno-Clerk I	24.7	132	S - 7	155	158 162
7-29-01-02	Stenographer I	Architect's	Steno-Clerk I	24.7	132	S - 7	155	158 162
7-29-01-03	Stenographer I	Parks	Steno-Clerk II	20.5	132	S - 5	140	144 147
7-29-01-04	Stenographer I	Recreation	Steno-Clerk I	24.7	132	S - 7	155	158 162
7-29-01-05	Stenographer I	City Solicitor's	Steno-Clerk I	24.7	132	S - 7	155	158 162
7-29-01-06	Stenographer I	City Solicitor's	Steno-Clerk I	24.7	132	S - 7	155	158 162
7-29-01-07	Stenographer I	City Solicitor's	Steno-Clerk I	24.7	132	S - 7	155	158 162

A P P E N D I X A - 12.
SALARY SURVEY
V A L U E

1972-SALARY
(CONTRACT)
MID POINT

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	CLASS NO.	LOW	MID-POINT	HIGH
7-28-13-03	Timekeeper	City Engineer's	Clerk V	19.1	128	S - 4	134	137	140
7-28-14	Stores Maintenance Clerk	Streets and Sanitation-City							
7-27-01	Caretaker	Property Licence- City Clerk's	Same	15.9	125	S - 2	121	124	127
7-27-03	Janitor	Property Licence- City Clerk's	Same	15.9	125	S - 2	121	124	127
7-27-05	Adjuvant	Macassa Lodge	Same	24.4	126	S - 7	155	158	162
7-26-01-00	Stenographer II	City Engineer's	Steno-Clerk II	20.5	125	S - 5	140	144	147
7-26-01-01	Stenographer II	City Clerk's	Steno-Clerk II	20.5	125	S - 5	140	144	147
7-26-01-02	Stenographer II	Planning	Steno-Clerk II	20.5	125	S - 5	140	144	147
7-26-01-03	Stenographer II	Streets and Sanitation	Typist Clerk II	17.8	125	S - 3	127	130	134
7-26-01-04	Stenographer II	Committee of Adjustment	Steno-Clerk II	20.5	125	S - 5	140	144	147
7-26-01-05	Stenographer II	Fire	Steno-Clerk III	16.3	125	S - 3	127	130	134
7-26-01-06	Stenographer II	Fire	Steno-Clerk II	20.5	125	S - 5	140	144	147
7-26-01-07	Stenographer II	Treasury	Steno-Clerk II	20.5	125	S - 5	140	144	147
7-26-01-08	Stenographer II	Welfare	Steno-Clerk II	20.5	125	S - 5	140	144	147
7-26-01-09	Stenographer II	Community Development	Steno-Clerk II	20.5	125	S - 5	140	144	147
7-26-02-01	Taxation Clerk IV (Cashier)	Treasury	Clerk V	19.1	125	S - 4	134	137	140
7-26-02-02	Taxation Clerk IV (Cashier)	Treasury	Clerk VI	15.9	125	S - 2	121	124	127

12.

A P P E N D I X A - 13.
SALARY SURVEY

POSITION CODE	POSITION TITLE	DEPARTMENT	CLASSIFIED POSITION TITLE	EVALUATION POINTS	1972-SALARY (CONTRACT) MID POINT	V A L U E		
						CLASS NO.	LOW	MID-POINT HIGH
7-26-02-03	Taxation Clerk IV (Cashier)	Treasury	Clerk V	19.1	125	S - 4	140	144 147
7-26-02-04	Taxation Clerk IV (Cashier)	Treasury	Clerk VI	15.9	125	S - 2	121	124 127
7-26-02-05	Taxation Clerk IV (Cashier)	Treasury	Clerk VI	15.9	125	S - 2	121	124 127
7-26-02-06	Taxation Clerk IV (Cashier)	Treasury	Clerk VI	15.9	125	S - 2	121	124 127
7-26-02-07	Taxation Clerk IV (Cashier)	Treasury	Clerk VI	15.9	125	S - 2	121	124 127
7-26-03	Invoice Checking Clerk I	Treasury	Clerk VI	15.9	125	S - 2	121	124 127
7-26-04-01	Records Clerk	Recreation	Clerk V	19.1	125	S - 4	134	137 140
7-26-04-02	Records Clerk	Dundurn Castle	Property Licence- Typist Clerk I	21.5	125	S - 5	147	151 155
7-26-05	Switchboard Operator	City Clerk's	Same	19.5	125	S - 4	134	137 140
7-26-06	Pension Clerk	Treasury	Steno-Clerk II	20.5	125			
7-26-07	Payments Clerk VI	Treasury	Clerk VI	15.9	120	S - 2	121	124 127
7-26-08	Vault and Records Clerk	City Engineer's	Clerk VI	15.9	120	S - 2	121	124 127
7-26-10	Waterworks Engineering Clerk	City Engineer's	Clerk VI	15.9	120	S - 2	121	124 127
7-26-11	Junior Clerk	City Engineer's	Clerk VI	15.9	120	S - 2	121	124 127
7-26-12-01	Rodman	City Engineer's	Print Room Operator	15.9	120	S - 2	121	124 127
7-26-12-02	Rodman	City Engineer's	Same	17.4	120	S - 3	127	130 134

13.

A P P E N D I X A - 14.

SALARY SURVEY		V A L U E			1972-SALARY (CONTRACT) MID POINT	CLASS NO.	LOW MID-POINT HIGH		
POSITION CODE	POSITION TITLE	DEPARTMENT	PROVIDED POSITION TITLE	EVALUATION POINTS			LOW	MID-POINT	HIGH
7-26-13	Lifeguard I	Recreation	Same	20.2	122	S - 4	134	137	140
7-25-01	Cleaner	Macassa Lodge	Same	15.9	121	S - 2	121	124	127
7-25-02	Orderly	Macassa Lodge	Same	20.7	121	S - 5	140	144	147
7-25-03	Storeman-Porter	Macassa Lodge	Same	16.6	121	S - 3	127	130	134
7-25-04	Practical Nurse	Macassa Lodge	Same	20.7	121	S - 5	140	144	147
7-25-06	Male Attendant	Property Licence- City Clerk's	Attendant, Male Vashroom	16.5	116	S - 3	127	130	134
7-25-07	P.N.A.	Macassa Lodge	Same	21.5	120	S - 5	140	144	147
7-25-09	Cook	Macassa Lodge	Same	17.1	118	S - 3	127	130	134
7-25-10-01	Payments Clerk VIII	Treasury	Typist Clerk III	15.6	118	S - 2	121	124	127
7-25-10-02	Payments Clerk VIII	Treasury	Clerk VI	15.9	118	S - 2	121	124	127
7-25-11-01	Stenographer III	City Engineer's	Steno-Clerk III	16.3	118	S - 3	127	130	134
7-25-11-02	Stenographer III	City Engineer's	Steno-Clerk III	16.3	118	S - 3	127	130	134
7-25-11-03	Stenographer III	Property Licence	Typist Clerk III	15.6	118	S - 2	121	124	127
7-25-11-04	Stenographer III	City Clerk's	Steno-Clerk III	16.3	118	S - 3	127	130	134
7-25-11-05	Stenographer III	Planning	Steno-Clerk II	20.5	118	S - 5	140	144	147
7-25-11-06	Stenographer III	Planning	Typist Clerk III	15.6	118	S - 2	121	124	127
7-25-11-07	Stenographer III	Cemetery	Typist Clerk II	17.8	118	S - 3	127	130	134
7-25-11-08	Stenographer III	Treasury	Typist Clerk III	15.6	118	S - 2	121	124	127

A P P E N D I X A - 15.
SALARY SURVEY

1972-SALARY
(CONTRACT)
MID POINT

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	CLASS NO.	LOW	MID-POINT	HIGH
7-25-11-09	Stenographer III	Treasury	Steno-Clerk II	20.5	S - 5	140	144	147
7-25-11-10	Stenographer III	Streets and Sanitation	Typist Clerk II	17.8	S - 3	127	130	134
7-25-11-11	Stenographer III	Traffic	Steno-Clerk II	20.5	S - 5	140	144	147
7-25-11-13	Stenographer III	Purchasing	Typist Clerk II	17.8	S - 3	127	130	134
7-25-11-14	Stenographer III	Building	Steno-Clerk III	16.3	S - 3	127	130	134
7-25-12	Key Punch Operator	Treasury	Same	19.7	S - 4	134	137	140
7-25-13	Taxation Clerk V	Treasury	Clerk VI	15.9	S - 2	121	124	127
7-25-14-01	Invoice Checking Clerk II	Treasury	Clerk VI	15.9	S - 2	121	124	127
7-25-14-02	Invoice Checking Clerk II	Treasury	Clerk VI	15.9	S - 2	121	124	127
7-25-15	Counter Clerk	City Clerk's	Steno-Clerk III	16.3	S - 3	127	130	134
7-25-16-01	Clerk Typist I - Information Clerk	City Clerk's	Typist Clerk III	15.6	S - 2	121	124	127
7-25-16-02	Clerk Typist I	Treasury	Clerk V	19.1	S - 4	134	137	140
7-25-16-03	Clerk Typist I	Welfare	Typist Clerk II	17.8	S - 3	127	130	134
7-25-18	Cashier & Bookkeeper (Mountain Arena)	Recreation	Same	17.3	S - 3	127	130	134
7-25-19	Switchboard Operator and Index Clerk	Welfare	Same	16.6	S - 3	127	130	134
7-25-20	Cheque-Writing Machine Operator	Welfare	Same	17.6	S - 3	127	130	134
7-25-21	Information Clerk	City Clerk's	Clerk VII	14.4	S - 2	121	124	127

15.

A P P E N D I X A - 17.
SALARY SURVEY

1972-SALARY
(CONTRACT)

V A L U E

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATOR POINTS	1972-SALARY (CONTRACT) MID POINT	CLASS NO.	LOW	MID-POINT	HIGH
7-23-02-17	Stenographer IV	Treasury	Typist Clerk III	15.6	111	S - 2	121	124	127
7-23-02-18	Stenographer IV	Welfare	Typist Clerk III	15.6	111	S - 2	121	124	127
7-23-02-19	Stenographer IV	Building	Typist Clerk III	15.6	111	S - 2	121	124	127
7-23-02-20	Stenographer IV	Building	Steno-Clerk III	16.3	111	S - 3	127	130	134
7-23-02-21	Stenographer IV	Building	Steno-Clerk III	16.3	111	S - 3	127	130	134
7-23-03-01	Typist Clerk II	City Clerk's	Typist Clerk III	15.6	111	S - 2	121	124	127
7-23-03-02	Typist Clerk II	City Engineer's	Steno-Clerk III	16.3	111	S - 3	127	130	134
7-23-03-03	Typist Clerk II	City Engineer's	Typist Clerk III	15.6	111	S - 2	121	124	127
7-23-03-04	Typist Clerk II	City Engineer's	Steno-Clerk Receptionist	17.5	111	S - 3	127	130	134
7-23-03-05	Typist Clerk II	Pacassa Lodge	Same	17.8	111	S - 3	127	130	134
7-23-03-06	Typist Clerk II	Planning	Typist Clerk III	15.6	111	S - 2	121	124	127
7-23-03-07	Typist Clerk II	Streets and Sanitation	Same	17.8	111	S - 3	127	130	134
7-23-03-08	Typist Clerk II	Traffic	Same	17.8	111	S - 3	127	130	134
7-23-03-09	Typist Clerk II	Treasury	Typist Clerk III	15.6	111	S - 2	121	124	127
7-23-03-10	Typist Clerk II	Treasury	Clerk VI	15.9	111	S - 2	121	124	127
7-23-03-11	Typist Clerk II	Treasury	Typist Clerk III	15.6	111	S - 2	121	124	127
7-23-03-12	Typist Clerk II	Treasury	Clerk VI	15.9	111	S - 2	121	124	127

A P P E N D I X A-18.

		SALARY SURVEY					1972-SALARY (CONTRACT)		V A L U E		
							MID POINT				
POSITION CODE	POSITION TITLE	DEPARTMENT	POSITION TITLE	EVALUATION POINTS	CLASS NO.	LOW	MID-POINT	HIGH			
7-23-03-13	Typist Clerk II	Welfare	Same	17.8	S - 3	127	130	134			
7-23-03-14	Typist Clerk II	Property and Licence	Typist Clerk III	15.6	S - 2	121	124	127			
7-23-03-15	Typist Clerk II	Building	Typist Clerk III	15.6	S - 2	121	124	127			
7-23-03-16	Typist Clerk II	Macassa Lodge	Typist Clerk III	15.6	S - 2	121	124	127			
7-23-03-17	Typist Clerk II	Welfare	Same	17.8	S - 3	127	130	134			
7-23-04	Parking Meter Clerk	Treasury	Same	16.9	S - 3	127	130	134			
7-23-06	Printing and Mail Service Operator	City Clerk's	Same	14.7	S - 2	121	124	127			
7-23-07	Printing & Mail Service Clerk	City Clerk's	Mail and Parcel Clerk	14.7	S - 2	121	124	127			
7-23-08	Counter Clerk-Typist	City Solicitor's	Typist Clerk III	15.6	S - 2	121	124	127			
7-23-09	Seamstress	Macassa Lodge	Same	19.0	S - 4	134	137	140			
7-23-10	Laundry Linen Maid	Macassa Lodge	Same	14.1	S - 2	121	124	127			
7-23-11	Female Attendant	Property Licence	Attendant-Female Washroom	16.5	S - 3	127	130	134			
7-23-12	Senior Cleaner	Dundurn Castle	Same	14.4	S - 2	121	124	127			
7-22-01	Printing Service Clerk	City Clerk's	Junior Printing and Mail Services Clerk	13.7	S - 2	121	124	127			
7-22-03-01	Typist Clerk III	Planning	Same	15.6	S - 2	121	124	127			
7-22-03-02	Typist Clerk III	Cemetery	stenor-Clerk II	20.5	S - 5	140	144	147			
7-22-03-03	Typist Clerk III	Airport	Same	15.6	S - 2	121	124	127			
7-22-03-04	Typist Clerk III	City Engineer's	Same	15.6	S - 2	121	124	127			

18.

A P P E N D I X A - 19.
SALARY SURVEY

1972-SALARY
(CONTRACT)
MID POINT

POSITION CODE	POSITION TITLE	DEPARTMENT	RECOMMENDED POSITION TITLE	EVALUATION POINTS	CLASS NO.	V A L U E		
						LOW	MID-POINT	HIGH
7-22-03-05	Typist Clerk III	Real Estate	Steno-Clerk III	16.3	S - 3	127	130	134
7-22-03-06	Typist Clerk III	Recreation	Same	15.6	S - 2	121	124	127
7-22-03-07	Typist Clerk III	Welfare	Same	15.6	S - 2	121	124	127
7-22-03-08	Clerk-Typist Receptionist	Streets and Sanitation-SWU			S - 3	127	130	134
7-22-04	Maid	Macassa Lodge	Same	14.1	S - 2	121	124	127
7-22-05	Laboratory Assistant	Municipal Lab.	Same	15.6				
7-21-01	Cleaner	Durduin Castle	Same	14.4	S - 2	121	124	127

BENCHMARK JOBS
(LOCAL 167)

Contact Description	Recommended Description	Comments
Senior Real Estate Negotiator	Senior Real Estate Negotiator	Real Estate Dept.
Junior Planner II	Junior Planner II	Planning Dept.
Junior Planner II	Junior Planner II	Planning Dept.
Junior Planner II	Junior Planner II	Planning Dept.
Junior Planner II	Junior Planner II	Planning Dept.
Payments Clerk I	Clerk II	Treasury General Acct.
Final Payments Clerk	Clerk II	Treasury
Plumbing Inspector	Plumbing Inspector	Building
Heating Inspector	Heating Inspector	Building
Building Zoning Inspector	Building Zoning Inspector	Building
Instrumentman I	Instrumentman I	Engineering
Payments Clerk II	Clerk III	Treasury
Draftsman I	Draftsman I	Architect
Draftsman I	Draftsman I	Design-Engineering
Draftsman I	Clerk III	Design-Engineering (Sewers)
Chief Cost Clerk	Clerk III	Streets & San.
Traffic Signals Technician	Traffic Signals Technician	Traffic
Receipts Clerk I	Clerk III	Treasury, Sundry Rev.
Receipt Clerk I	Clerk III	Treasury
House Plan Examiner & Draftsman	House Plan Examiner	Building
Central Registry Clerk	Central Registry Clerk	City Clerk's Dept.
Receipts Clerk II	Clerk III	Treasury, Sundry. Rev.
Clerk Property	Clerk IV	City Clerk
Program Organizer	Program Organizer	Recreation
Buyer I	Buyer I	Purchasing
Casework Assessor-Intake	Casework Assessor-Intake	Welfare
Traffic Signal Repairman I	Traffic Signal Repairman I	Traffic Dept.
Payments Clerk III	Clerk IV	Treasury
Payments Clerk III	Clerk IV	Treasury
Draftsman II	Draftsman II	Planning
Draftsman II	Draftsman III	Planning
Draftsman II	Draftsman II	Committee of Adjustment
Draftsman II	Draftsman II	Surveys-Engineering
Draftsman II	Draftsman II	Design-Engineering
Relief Investigator	Relief Investigator	Welfare
Traffic Signal Repairman II	Traffic Signal Repairman II	Traffic
Payments Clerk IV	Clerk IV	Treasury
Clerk (Accounting & Budget Control)	Clerk IV	General Acct. Treasury
Supervisor of Recreation	Supervisor of Recreation	Macassa
Chef	Chef	Macassa

BENCHMARK JOBS
(LOCAL 167)

Contact Description	Recommended Description	Comments
Meter Serviceman I	Meter Serviceman I	Traffic
District Visitor	District Visitor	Welfare
Stenographer I	Steno/Clerk I	Mixed
Payments Clerk VII	Clerk V	Treasury
Intake Clerk	Intake Clerk	Welfare
Draftsman III	Draftsman III	Planning
Draftsman III	Draftsman III	Design-Engineering
Traffic Serviceman II	Traffic Serviceman II	Traffic (Parking Meters only)
Traffic Serviceman II	Traffic Serviceman II	Traffic
Caretaker	Caretaker	City Clerk's Property Licence
Adjuvant	Adjuvant	Macassa
Stenographer II	Steno-Clerk II	Mixed
Switchboard Operator	Switchboard Operator	City Clerk
Invoice Checking Clerk I	Clerk VI	Treasury
Rodman	Rodman	Engineering - Surveys
Lifeguard	Lifeguard	Recreation
Cleaner	Cleaner	Macassa
Orderly	Orderly	Macassa
R.N.A.	R.N.A.	
Reg. Nurse's Assistant	Reg. Nurse's Assistant	Macassa
Cook	Cook	Macassa
Stenographer III	Steno-Clerk III	Mixed
Stenographer III	Typist Clerk III	Mixed
Key Punch Operator I	Key Punch Operator I	Treasury-Data Centre
Home Maker	Home Maker	Welfare
Stenographer IV	Steno-Clerk III	Mixed
Stenographer IV	Typist Clerk III	Mixed
Printing Service Operator	Printing & Mail Service Operator	City Clerk
Junior Printing Clerk	Printing & Mail Service Operator	City Clerk
Seamstress	Seamstress	Macassa
Maid	Maid	Macassa

CORPORATION OF THE CITY OF HAMILTON
MUNICIPAL WAGE SURVEY PARTICIPANTS

B 58	City of Cornwall	A 82	City of Oshawa
B 54	Borough of Etobicoke	A 86	City of Ottawa
B 46	City of Guelph	A 94	City of St. Catharines
B 42	City of Kingston	A 06	City of Sault Ste. Marie
B 38	City of Kitchener	A 24	City of Toronto
B 34	City of London	A 28	Municipality of Metropolitan Toronto
B 30	Town of Mississauga	A 32	City of Waterloo
B 26	Regional Municipality of Niagara	A 40	City of Windsor
B 22	City of Niagara Falls		
B 14	Town of Oakville		
B 28	Borough of Scarborough		

MEETING OF
REVIEW AND EVALUATION COMMITTEE
LOCAL 167

Meetings Held: 40

Type of Meetings: * Review and Approval of "Rules of Procedure"
 * Training
 * Formal Evaluation
 * Review and Approval "Benchmark Jobs"
 and "Survey Participants"

Meetings Attended:

<u>Name</u>	<u>Representing</u>	<u>No. of Meetings</u>
W.E. Phelan	Chairman	39
P.J. McGrath	Chairman	1
K. Leigh	Secretary	11
Miss W. Holmes	Secretary	29
Mr. Charles Murray	Local 167	36 1/2
Mrs. Barbara Ashenhurst	Local 167	39
Mr. John Johnston	Local 167	38
Mr. Robert Richards	Local 167	9 1/2
Mr. Donald MacLeod	Local 167	1
Mr. A. Gillespie	City of Hamilton	10
Mr. J. Longworth	City of Hamilton	29 1/2
Mr. J. Jaggard	City of Hamilton	6
Mr. E. Simpson	City of Hamilton	1
Mr. K. Avery	City of Hamilton	12 1/2
Mr. W. McFarland	City of Hamilton	13
Mr. R. Monaghan	City of Hamilton	10 1/2
Mr. J. Leach	City of Hamilton	11
Mr. R. Desjardins	City of Hamilton	1/2
Mr. R. Morden	City of Hamilton	8
Mr. R. Nutley	City of Hamilton	1

*) The jobs marked with * are illustrated on the graph of Appendix G.

CORPORATION OF THE CITY OF HAMILTON

SALARY SURVEY FOR

THE CANADIAN UNION OF PUBLIC EMPLOYEES

AREA CODE	7-47-02 Senior Real Estate Negotiator		7-45-01-01 Junior Planner II		7-45-01-02 Junior Planner II		7-45-01-03 Junior Planner II		7-45-01-04 Junior Planner II		7-40-01 Payment Clerk I	
	MIN.	MLD.	MAX.	CODE	MIN.	MLD.	MAX.	CODE	MIN.	MLD.	MAX.	CODE
Current	203	248	233		151	167	184		151	167	184	
B-58				X				N				X
B-54	239	257	275		179	192	206		179	192	206	
B-46				X	155	155	155		163	175	187	
B-42				X				N				X
B-38				X	159	164	169		179	184	190	
B-34				X	103	123	144					X
B-30	263	285	302		124	133	143		124	133	143	
B-26				X	185	191	197		194	200	206	
B-22				X	153	157	162		153	157	162	
B-14				X				N				X
A-82				X	192	202	213		192	202	213	
A-94				X				X				X
A-86	270	295	321		170	191	212		170	191	212	
A-06	205	221	238					N				X
A-24	194	198	202					X				X
A-28	238	248	263		170	202	235		170	202	235	
A-32				X	151	167	183		151	167	183	
A-40				X	226	248	271		226	248	271	
B-28	193	216	240					X				X
Ave. Wkly.		246		(7)	178			(11)*	183			(9)*
Ave. Annual	12,792				9,724				9,516			
Pts.	43.2				32.0				32.0			
					187				167			187
					9,724				8,684			9,724
					(9,200)				(8,700)			(9,700)
					32.0				32.0			35.5

APPENDIX E - 2.

AREA CODE	7-40-02 Final Payments Clerk MIN. MLD. MAX. CODE	7-40-05 Plumbing Inspector MIN. MLD. MAX. CODE	7-40-06 Heating Inspector MIN. MLD. MAX. CODE	7-40-08 Building Zoning Inspector MIN. MLD. MAX. CODE	7-39-01 Instrument Man I MIN. MLD. MAX. CODE	7-39-02 Payments Clerk II MIN. MLD. MAX. CODE
Current	168 177 200	168 177 200	168 177 200	168 177 200	153 172 192	161 176 192
B-58	X	165 177 189	AA	165 177 189	154 165 176	N
B-54	N	197 241 226	X	217 233 249	193 207 222	X
B-46	163 163 163	204 206 208	X	226 247 269	139 139 139	167 167 167
B-42	152 167 182	167 184 201	X	X	152 167 182	N
B-38	X	219 249 219	X	219 249 219	X	N
B-34	X	175 245 256	X	166 204 243	X	X
B-30	N	193 210 227	193 210 227	193 221 250	157 166 175	115 123 132
B-26	185 194 197	185 194 197	X	185 194 197	171 176 182	185 191 197
B-22	X	230 237 244	X	184 189 195	178 183 188	X
B-14	N	167 181 196	X	160 178 197	145 161 178	N
B-82	X	233 245 258	X	233 246 259	211 222 234	X
A-94	X	X	X	X	X	X
A-86	158 176 194	199 223 247	199 223 247	211 239 267	170 191 212	145 161 177
A-06	N	193 210 227	X	193 210 227	171 187 204	X
A-24	180 192 204	203 223 243	203 223 243	204 210 217	182 195 208	180 192 204
A-28	X	242 244 247	P	P	161 168 176	180 191 203
A-32	X	242 244 247	X	165 182 200	186 206 226	X
A-40	X	242 244 247	242 244 249	242 244 247	212 214 217	X
B-28	164 184 204	193 216 240	X	X	154 172 191	X
Ave. Wkly.	179	225	225	213	182	170
Ave. Annual	9,308	11,700	11,700	11,076	9,464	8,840
Pts.	35.5	(11,700)	(11,700)	(11,100)	(9,500)	(8,800)
		33.3	33.3	33.3	29.4	30.3

APPENDIX E - 3.

AREA CODE	7-39-03 Draftsman I MIN., MLD., MAX., CODE	7-39-03-02 Draftsman I MIN., MLD., MAX., CODE	7-39-03-03 Draftsman I MIN., MLD., MAX., CODE	7-39-05 Chief Cost Clerk MIN., MLD., MAX., CODE	7-38-02 Traffic Signals Technician MIN., MLD., MAX., CODE	7-37-02-01 Receipts Clerk I MIN., MLD., MAX., CODE
Current	161 176 192	161 176 192	161 176 192	161 176 192	161 175 190	151 167 184
B-58	X	X	X	N	BB	X
B-54	179 192 206	179 192 206	179 192 206	163 175 187	X	124 133 143
B-46	155 155 155	155 155 155	155 155 155	457 172 188	145 145 145	155 161 167
B-42	144 163 182	N	N	X	X	122 134 146
B-38	199 199 199	199 199 199	199 199 199	X	X	N
B-34	X	N	X	X	X	X
B-30	179 214 250	179 214 250	148 159 170	163 175 187	X	118 125 132
B-26	185 191 197	185 191 197	185 191 197	N	185 191 197	185 106 197
B-22	197 203 210			178 183 188		X
B-14	160 178 196	160 178 196	N		N	108 118 128
B-82	X	176 185 195	176 185 195	X	143 151 159	151 159 167
A-94						
A-86	165 183 202	165 183 202	165 183 202	145 158 172	143 152 162	128 145 163
A-06	N	X	X	X	X	N
A-24	X	X	X	211 227 243	X	180 192 204
A-28	194 209 225	190 201 213	P	214 226 239	214 226 239	X
A-32	X	X	X	X	X	X
A-40	213 215 217	213 215 217	212 215 217	248 258 269	189 200 211	159 166 173
B-28	203 227 252	X	X	X	X	184 206 228
Ave. Wkly.	194	191	185	197	177	149
Ave. Annual	10,088 (10,100)	9,932 (10,000)	9,620 (9,600)	10,244 (10,200)	9,204 (9,200)	7,748 (7,700)
Pts.	31.8	31.8	30.3	30.3	30.4	30.3

APPENDIX E - 5.

AREA CODE	7-36-08 Buyer I MIN. MLD. MAX. CODE	7-36-09 Case Work Assessor - Intake MIN. MLD. MAX. CODE	7-35-03 Traffic Signal Repairman MIN. MLD. MAX. CODE	7 34-01 Payments Clerk III MIN. MLD. MAX. CODE	7-34-02 Payments Clerk III MIN. MLD. MAX. CODE	7-34-05-01 Draftsman II MIN. MLD. MAX. CODE
Current	143 159 176	143 159 176	140 155 170	139 153 168	139 153 168	139 153 168
B-58	X	X	BB	N	N	154 165 176
B-54	179 192 206	N	X	136 155 170	124 133 143	136 142 149
B-46	144 159 175	121 136 152	160 160 160	104 109 114	163 163 163	171 185 199
B-42	144 163 182	X	X	N	X	X
B-38	178 193 209	X	X	125 134 144	X	121 125 129
B-34	148 182 217	157 193 229	X	X	X	X
B-30	X	124 133 142	X	M	136 146 156	124 143 162
B-26	171 176 182	171 176 182	X	X	X	171 176 182
B-22	138 142 146	X	R	X	138 142 146	X
B-14	X	X	176 176 176	108 118 128	108 118 128	N
B-82	202 213 224	158 166 175	211 222 234	151 159 167	151 159 167	158 166 175
A-94				112 124 137	112 124 137	160 177 194
A-86	165 183 202	150 167 184	191 191 191	121 137 154	121 137 154	145 161 177
A-06	X	X	X	126 137 148	126 137 148	X
A-24	166 178 190	X	X	X	180 192 204	161 182 204
A-28	P	X	156 165 175	156 165 175	156 165 175	136 148 160
A-32	165 182 200	X	X	99 107 115	X	X
A-40	173 184 195	208 217 227	189 200 211	159 166 173	X	162 170 178
B-28	174 195 216	X	M	N	X	N
Ave. Wkly.	180	170	186	137	134 134 134	(12) *
Ave. Annual	9,360 (9,400)	8,840	9,672	7,124 (7,100)	7,384 (7,400)	8,424 (8,400)
Pts.	26.2	24.6	28.5	24.8	24.8	25.2

APPENDIX E - 6.

AREA CODE	7-34-05-02 Draftsman II MIN. MLD. MAX. CODE	7-34-05-07 Draftsman II MIN. MLD. MAX. CODE	7-34-05-08 Draftsman II MIN. MLD. MAX. CODE	7-34-05-10 Draftsman II MIN. MLD. MAX. CODE	7-34-11-01/02 Relief Investigator MIN. MLD. MAX. CODE	7-33-01 Traffic Signal Repairman II MIN. MLD. MAX. CODE
Current	439 453 468	439 453 468	439 453 468	439 453 468	439 453 468	435 448 461
B-58	154 165 176	154 165 176	N	N	145 156 168	BB
B-54	136 153 170	136 153 170	N	N		X
B-46	130 130 130	171 175 179		447 447 447		160 160 160
B-42	N	X	X		X	X
B-38	121 125 129	N	X		X	
B-34	X	X	N			136 136 136
B-30	145 164 183			180 209 239	149 183 217	X
B-26	X	197 242 227	180 209 239	171 176 182	150 160 170	X
B-22	X	171 176 182	171 176 182	171 176 182	171 176 182	X
B-14	N	X	184 189 195	184 189 195	X	R
A-82	158 166 175	130 445 160	158 166 175		X	X
A-94		158 166 175	161 177 194		158 166 175	214 223 236
A-86	145 161 177	145 161 177	145 161 177	445 161 177	150 167 184	145 145 145
A-06	X	N	148 165 182		148 165 182	X
A-24	161 182 204	161 182 204	161 182 204	161 182 204		X
A-28	164 170 180	161 170 180	161 170 180	161 170 180	164 173 183	C
A-32	X	X	150 166 183		X	X
A-40	162 170 178	X	X	184 192 200	X	X
B-28	X (10)*	X (10)*	X (11)*	X (8)*	X (8)*	M (4)
Ave. Wkly.	159	170	171	178	168	166
Ave. Annual	8,268 (8,300)	8,632 (8,600)	8,892	9,256 (9,300)	8,736 (8,700)	8,632
Pts.	16.6	25.2	25.2	25.2	24.6	26.9

APPENDIX E - 9.

AREA CODE	7-28-08-01 Draftsman III		7-28-08-04 Draftsman III		7-28-11-01 Traffic Serviceman II		7-28-11-02 Traffic Serviceman II		7-27-01 Caretaker		7-27-05 Adjuvant	
	MIN.	MDL.	MAX.	CODE	MIN.	MDL.	MAX.	CODE	MIN.	MDL.	MAX.	CODE
Current	120	128	137		120	128	137		117	124	132	
B-58	123	129	136		123	129	136	P	145	145	145	X
B-54	124	133	143		124	133	143		167	167	167	X
B-46					114	122	130					X
B-42				X				N	109	118	127	
B-38				X	106	114	123	X	153	153	153	X
B-34	103	123	144		103	123	144		103	123	144	X
B-30	124	128	132		138	138	138		125	125	125	X
B-26				X				R	168	168	168	X
B-22	178	183	188		178	183	188		168	168	168	X
B-14	108	120	132		108	120	132		123	128	133	X
A-82	151	159	167		143	151	159	N	182	182	182	
A-94					161	177	194		138	138	138	
A-86	102	116	130		146	151	156		146	151	156	
A-06				X	148	164	180		146	146	146	X
A-24					161	182	204					X
A-28				X				C				
A-32	119	131	144		119	131	144	X	121	121	121	
A-40	162	170	178					X				X
B 28				X				X	166	170	175	
Ave. Wkly.	139			(10)*	149			(10)*				X
Ave. Annual	7,228			(11)*	7,748			(11)*	157			(14)*
Pts.	(7,200)				(7,700)				8,164			127
	15.8				15.5				(8,200)			6,604
									15.9			(6,600)
												24.4

APPENDIX E - 10.

AREA CODE	7-26-01-00 Stenographer II MIN. MLD. MAX. CODE			7-26-01-02 Stenographer II MIN. MLD. MAX. CODE			7-26-01-04 Stenographer II MIN. MLD. MAX. CODE			7-26-01-08 Stenographer II MIN. MLD. MAX. CODE			7-26-05 Switch Board Operator MIN. MLD. MAX. CODE			7-26-03 Invoice Checking Clerk I MIN. MLD. MAX. CODE		
Current	121	125	130	121	125	130	121	125	130	121	125	130	121	125	130	121	125	130
B-58	103	107	111	103	107	112	103	107	112				107	113	119			
B-54			X	124	133	143	124	133	143	124	133	143	115	121	127	107	115	123
B-46	99	99	99	104	104	104	104	104	104	104	104	104	102	102	102	93	93	93
B-42			N										106	115	125			N
B-38	83	86	89	83	86	89	84	86	89	83	86	89	130	130	130	137	137	137
B-34	103	123	144	103	123	144	103	123	144							112	137	163
B-30	124	133	143	124	133	143	124	133	143	124	133	143	113	122	132	102	112	123
B-26	117	121	125	138	142	146	138	142	146	138	142	146	122	125	129			N
B-22	138	142	146										138	142	146			X
B-14			X										98	109	121			X
A-82	137	144	151	137	144	151	137	144	151	137	144	151	137	144	151	137	144	151
A-94	105	141	178										120	132	144	112	124	137
A-86	102	116	131	102	116	131	102	116	131	102	116	131	102	116	131	75	85	96
A-06	114	125	137	114	125	137	114	125	137	114	125	137	114	125	137			N
A-24	156	165	175	156	165	175	156	165	175	156	165	175				156	165	175
A-28	128	140	152	128	140	152							121	130	140	156	165	175
A-32	99	107	115	99	107	115	99	107	115				77	85	93			X
A-40	140	146	153	140	146	153				178	180	182	140	146	153	127	140	154
B-28			X				128	140	152	128	140	152	113	120	128	113	120	128
			(15) *			(14) *			(13) *			(11) *			(17) *			(12) *
Ave. Wkly.	126			126			125			133			122			128		
Ave. Annual	6,552 (6,600)			6,552 (6,600)			6,500 (6,000)			6,916 (6,900)			6,344 (6,300)			6,656 (6,700)		
Pts.	20.5			20.5			20.5			20.5			19.5			15.9		

APPENDIX E - 11

AREA CODE	7-26-12 Rodman MIN. MDL. MAX. CODE	7-26-13 Lifeguard MIN. MDL. MAX. CODE	7-25-01 Cleaner MIN. MDL. MAX. CODE	7-25-02 Orderly MIN. MDL. MAX. CODE	7-25-07 R.N.A. Reg. MIN. MDL. MAX. CODE	7-25-09 Cook MIN. MDL. MAX. CODE
Current	443 120 128	417 121 126	417 120 124	417 120 124	416 120 124	114 117 121
B-58	117 123 129	X	X	X	X	X
B-54	129 136 143	105 105 105	N	X	115 121 127	X
B-46	138 138 138	146 146 146	X	119 120 121	119 120 121	115 116 118
B-42	X	X	109 118 127	109 118 127	115 121 128	X
B-38	X	X	N	X	X	X
B-34	121 149 177	N	101 106 111	106 112 119	103 107 112	103 108 114
B-30	121 128 136	N	N	X	X	98 113 128
B-26	149 153 158	130 134 138	148 148 148	X	X	X
B-22	159 163 168	130 134 138	148 148 148	X	X	X
B-14	108 120 132	76 80 84	X	X	X	X
A-82	143 151 159	N	132 132 132	132 132 132	139 139 139	147 154 162
A-94			137 137 137			
A-86	97 110 124	134 134 134	76 84 93	76 84 93	116 125 135	125 136 147
A-06	148 164 180	X	X	X	X	X
A-24	138 146 155	X	138 138 138	X	116 123 130	X
A-28	N	P	115 126 137	121 128 136	121 128 136	148 148 148
A-32	X	X	X	X	X	X
A-40	139 151 163	139 151 163	166 170 175	151 156 161	119 124 129	143 147 152
B-28	113 120 128	X (7)	154 161 168	X (7)	X (9) *	X (7)
Ave. Wkly.	139	126	133	115	123	132
Ave. Annual	7,228 (7,200)	6,552 (6,600) 20.2	6,916 (6,900) 15.9	5,980	6,396 (6,400) 21.5	6,864
Pts.				20.7		17.1

APPENDIX E - 12.

AREA CODE	7-25-11-01 Stenographer III MIN. MDL. MAX. CODE	7-25-11-02 Stenographer III MIN. MDL. MAX. CODE	7-25-11-15 Stenographer III MIN. MDL. MAX. CODE	7-25-11-06 Stenographer III MIN. MDL. MAX. CODE	7-25-11-08 Stenographer III MIN. MDL. MAX. CODE	7-25-12 Key Punch Operator I MIN. MDL. MAX. CODE
Current	114 118 123	114 118 123	114 118 123	114 118 123	114 118 123	114 118 123
B-58	91 100 109	91 100 109	91 100 109	91 100 109	N	X
B-54	115 121 127	115 121 127	115 121 127	115 121 127	115 121 127	124 133 143
B-46	99 99 99	99 99 99	99 99 99	99 101 104	104 101 109	104 101 109
B-42	115 126 138	115 126 138	115 126 138	115 126 138	X	X
B-38	94 97 100	94 97 100	X	X	X	94 77 100
B-34	103 124 145	N	N	N	103 123 144	103 123 144
B-30	112 117 123	112 117 123	112 117 123	112 117 123	112 117 123	115 123 132
B-26	111 114 118	124 127 131	111 114 118	111 114 118	111 114 118	N
B-22	X	X	124 127 131	124 127 131	124 127 131	133 136 140
B-14	98 109 121	98 109 121	98 109 121	98 109 121	98 109 121	X
A-82	137 144 151	137 144 151	137 144 151	118 134 151	118 134 151	X
A-94	99 111 124	105 141 178			105 141 178	112 124 137
A-86	102 116 130	102 116 130	102 116 130	102 116 130	102 116 130	102 116 130
A-06	114 125 137	114 125 137	114 125 137	X	103 114 126	103 114 126
A-24	128 140 152	128 140 151	128 140 152	128 140 152	128 140 152	119 125 132
A-28	128 140 152	128 140 151	128 140 152	121 130 140	121 130 140	118 125 133
A-32	N	N	N	N	N	X
A-40	117 126 135	117 126 135	117 126 135	117 126 135	117 126 135	127 138 149
B-28	X (16) *	134 147 160 (16) *	134 147 160 (15) *	X (13) *	113 120 128 (15) *	128 140 152 (13) *
Ave. Wkly.	119	123	123	120	122	122
Ave. Annual	6,188 (6,200)	6,396 (6,400)	6,396 (6,400)	6,240 (6,200)	6,344 (6,400)	6,344 (6,400)
Pts.	16.3	16.3	16.3	15.1	15.1	19.7

APPENDIX E - 13.

AREA CODE	7-25-22 Home Maker MIN. MDL. MAX. CODE	7-23-02-06 Stenographer IV MIN. MDL. MAX. CODE	7-23-02-07 Stenographer IV MIN. MDL. MAX. CODE	7-23-02-12 Stenographer IV MIN. MDL. MAX. CODE	7-23-02-13 Stenographer IV MIN. MDL. MAX. CODE	7-23-02-14 Stenographer IV MIN. MDL. MAX. CODE
Current	113 118 123	106 110 115	106 110 115	106 110 115	106 110 115	106 110 115
B-58	X	91 100 109	91 100 109	N	N	N
B-54	X	124 133 143	124 133 143	124 133 143	124 133 143	124 133 143
B-46	121 136 152	93 96 99	93 96 99	93 96 99	93 96 99	N
B-42	115 126 138	115 126 138	115 126 138	N	N	N
B-38	X	94 97 100	94 97 100	94 97 100	X	X
B-34	94 113 132	103 124 145	103 124 145	103 124 145	N	94 112 131
B-30	124 133 143	X	124 133 143	X	124 133 143	X
B-26	X	X	X	X	X	N
B-22	X	128 131 135	124 127 131	119 122 126	N	124 127 131
B-14	X	98 109 121	98 109 121	98 109 121	98 109 121	98 109 121
A-82	X	137 144 151	118 124 131	118 124 131	N	118 124 131
A-94		132 147 163		120 132 144	112 124 137	N
A-86	110 115 120	94 107 120	94 107 120	94 107 120	94 107 120	94 107 120
A-06	126 137 148	114 125 137	114 125 137	114 125 137	X	114 125 137
A-24	X	101 110 120	101 110 120	101 110 120	101 110 120	101 110 120
A-28	134 134 134	102 111 120	102 111 120	102 111 120	102 111 120	102 111 120
A-32	X	X	X	121 123 126	121 123 126	X
A-40	159 166 173	X	159 166 173	117 126 135	140 146 153	X
B-28	X	100 104 108	100 104 108	X	100 104 108	122 130 138
Ave. Wkly.	132	118	118	117	118	118
Ave. Annual	6,864 (6,900)	6,136 (6,100)	6,136 (6,100)	6,084 (6,000)	6,136 (6,100)	6,136 (6,000)
Pts.	20.5	16.3	16.3	16.3	16.3	15.1

APPENDIX E - 14.

AREA CODE	7-23-02-18 Stenographer IV MIN. MDL. MAX. CODE	7-23-02-15 Stenographer IV MIN. MDL. MAX. CODE	7-23-02-17 Stenographer IV MIN. MDL. MAX. CODE	7-23-06-04 Printing Service Operator MIN. MDL. MAX. CODE	7-24-03-04 Junior Printing Clerk MIN. MDL. MAX. CODE	7-23-09 Seamstress MIN. MDL. MAX. CODE
Current	106 110 115	106 110 115	106 110 115	106 110 115	99 103 108	106 110 114
B-58	N	X	X	85 93 101	X	X
B-54	124 133 143	124 133 143	124 133 143	124 133 143	N	X
B-46	N	112 112 112	112 112 112	93 96 99	93 96 99	X
B-42	N	115 126 138	115 126 138	X	X	X
B-38	N	N	X	121 125 129	106 106 106	X
B-34	94 113 132	94 113 132	94 113 132	X	108 113 119	94 99 105
B-30	115 123 132	X	115 123 132	99 111 123	X	X
B-26	N	N	X	X	X	X
B-22	N	N	119 122 126	X	119 122 126	X
B-14	98 109 121	98 109 121	98 109 121	X	X	X
A-82	N	N	118 124 134	118 124 134	118 124 134	X
A-94	X	X	X	X	99 111 124	X
A-86	94 107 120	94 107 120	94 107 120	135 151 168	121 137 154	X
A-06	114 125 137	X	103 114 126	X	103 114 126	X
A-24	101 110 120	101 110 120	X	156 165 175	156 165 175	X
A-28	102 111 120	102 111 120	102 111 120	X	102 111 120	100 111 120
A-32	X	99 107 115	X	X	X	X
A-40	117 126 135	117 126 135	X	X	X	X
B-28	122 130 138	X	X	X	N	X
Ave. Wkly.	118	115	117	125	119	105
Ave. Annual	6,136 (6,100)	5,980 (6,000)	6,084 (6,000)	6,500	6,188 (6,200)	5,460
Pts.	15.1	15.1	15.1	14.7	14.7	19.0

AREA CODE	7-22-04 Maid			7-23-07-01 Mail & Parcel Clerk		
	MIN.	MDL.	MAX.	MIN.	MDL.	MAX.
Current	99	103	108	106	110	115
B-58			X			
B-54			X	107	115	123
B-46	92	93	95			
B-42	91	96	101	101	106	111
B-38			X			
B-34	92	96	101			
B-30			X			
B-26			X			
B-22			X			
B-14			X			
A-82			X	118	124	131
A-94	127	127	127			X
A-86	95	105	116	98	109	120
A-06			X			
A-24			X			
A-28	95	104	113			
A-32			X			
A-40			X	116	120	125
B-28			X			(5)
Ave. Wkly.	103		(6)	114		
Ave. Annual	5,356 (5,500)			5,928 (5,900)		
Pts.	14.1			14.7		

DRAFTSMEN POSITIONS - EVALUATION POINTS

Class and Total Points	1. Educa- tion	2. Experi- ence	3. Judgement and Analysis	4. Initiative and Ingenuity	5. Responsi- bility for Perform- ance	6. Person- ality and Contacts Internal	7. Person- ality and Contacts External	8. Super- visory and Administra- tive Respon- sibility	9. Physical Demand	10. Visual Demand	11. Working Conditions	
Draftsman I	31.8	DEG III PTS 7.5	VII 10.0	V 4.8	2.0	IV 1.9	I .4	I .6	I 1.2	III 1.0	VIII 2.4	0
Draftsman II	25.2	DEG III PTS 7.5	VI 8.0	IV 2.4	1.0	IV 1.9	I .4	I .6	0	III 1.0	V 2.4	0
Draftsman III	16.6	DEG III PTS 7.5	II 2.0	I 1.2	.5	I 1.0	I .4	I .6	0	III 1.0	V 2.4	0

CLERICAL POSITIONS - EVALUATION POINTS

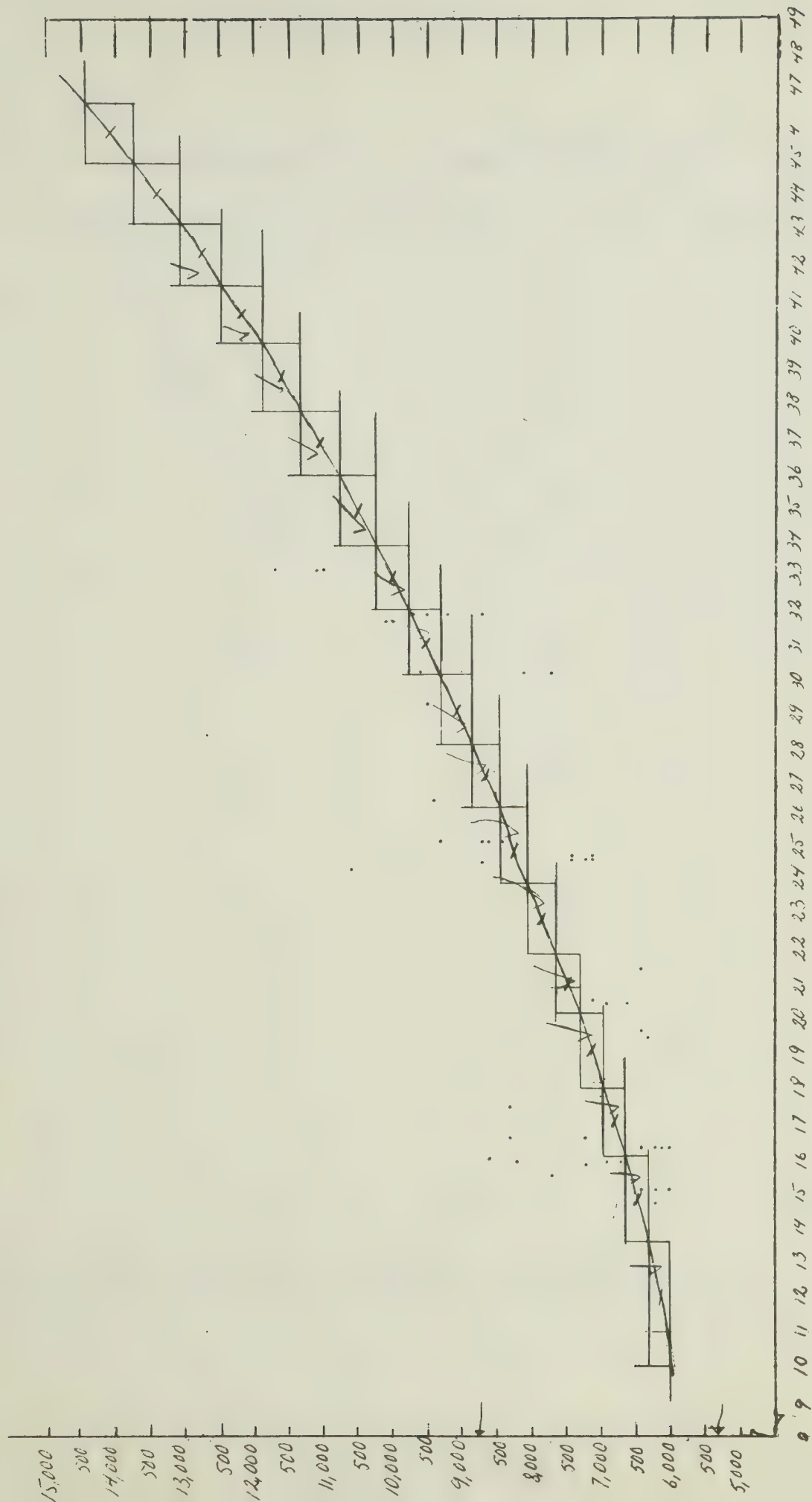
APPENDIX F-2

	1. Class and Total Points	2. Educa- tion Points	3. Judgement and Analysis	4. Initiative and Ingenuity	5. Respon- sibility for Perform- ance	6. Person- ality and Contacts Internal	7. Person- ality and Contacts External	8. Super- visory and Administra- tive Respon- sibility	9. Physical Demand	10. Visual Demand	11. Working Conditions
Clerk I	40.8	DEG PTS 7.5	V 4.8	V 2.0	VI 5.7	VI 2.4	V 2.4	I 1.2	I .6	VI 3.2	0
Clerk II	35.5	DEG PTS 7.5	V 4.8	V 2.0	V 3.8	VI 2.4	II 1.2	0	I .6	VI 3.2	0
Clerk III	30.3	DEG PTS 7.5	II 2.4	V 2.0	V 3.8	V 1.6	II 1.2	0	I .6	VI 3.2	0
Clerk IV	24.8	DEG PTS 7.5	II 2.4	V 2.0	II 1.9	II .8	II 1.2	0	I .6	V 2.4	0
Clerk V	19.1	DEG PTS 7.5	I 1.2	II 1.0	I 1.0	II .8	I .6	0	I .6	V 2.4	0
Clerk VI	15.9	DEG PTS 7.5	I 1.2	II 2.0	I 1.0	I .4	I .6	0	I .6	IV 1.6	0
Clerk VII	14.4	DEG PTS 7.5	I 1.2	II 1.0	I 1.0	I .4	I .6	0	I .6	IV 1.6	0

STENOGRAPHIC AND TYPIST POSITIONS - EVALUATION POINTS

Class and Total	Class and Total Points	1. Educa- tion	2. Experi- ence	3. Judgement and Analysis	4. Initiative and Ingenuity	5. Responsi- bility for Performance	6. Person- ality and Contacts Internal	7. Person- ality and Contacts External	8. Super- visory and Administra- tive Respon- sibility	9. Physical Demand	10. Visual Demand	11. Working Conditions
Steno	Jr. I	DEG PTS										
	Int. 2	DEG PTS										
	Sr. 3	DEG PTS										
Steno ClerkA	Jr. I 24.7	DEG PTS 7.5	V 6.0	IV 2.4	IV 1.0	IV 1.9	I .4	I .5	0 0	IV 2.5	IV 2.4	0
B	Int. 2 20.5	DEG PTS 7.5	III 3.0	I 1.2	IV 1.0	IV 1.9	I .4	I .6	0 0	IV 2.5	V 2.4	
C	Sr. 3 16.3	DEG PTS 7.5	I 1.0	I 1.2	I .5	I 1.0	I .4	I .6	0 0	IV 2.5	IV 1.6	
Typist ClerkA	21.5 Jr. I 21.0	DEG PTS 7.5	IV 4.0	I 1.2	IV .5	IV 1.9	I .4	I .6	0 0	IV 2.5	V 2.4	
B	17.8 Int. 2 17.3	DEG PTS 7.5	II 2.0	I 1.2	I .5	I 1.0	I .4	I .6	0 0	IV 2.5	IV 1.6	
C	15.6 Sr. 3 15.1	DEG PTS 7.5	I 1.0	I 1.2	I .5	I 1.0	I .4	I .6	0 0	IV 2.5	I .4	0

SURVEY CURVE AND CLASSIFICATION



SALARY CLASSIFICATION
(5% c o m p o u n d e d)

Class No.	Point Range	Weekly Salary			Annual Earnings Mid point
		Low	Mid Point	High	
S - 1	- 13.6	115	118	121	6,150
S - 2	13.6 - 16.1	121	124	127	6,475
S - 3	16.1 - 18.0	127	130	134	6,795
S - 4	18.0 - 20.2	134	137	140	7,124
S - 5	20.2 - 21.9	140	144	147	7,488
S - 6	21.9 - 24.0	147	151	155	7,852
S - 7	24.0 - 26.2	155	158	162	8,225
S - 8	26.2 - 28.2	162	166	170	8,650
S - 9	28.2 - 30.3	170	174	179	9,075
S - 10	30.3 - 32.2	179	183	188	9,530
S - 11	32.2 - 34.0	188	192	197	10,000
S - 12	34.0 - 36.0	197	202	209	10,500
S - 13	36.0 - 37.8	207	212	218	11,050
S - 14	37.8 - 39.8	218	223	228	11,600
S - 15	39.8 - 41.4	228	234	240	12,175
S - 16	41.4 - 43.2	240	246	251	12,775
S - 17	43.2 - 44.9	251	258	264	13,400
* S - 18	44.9 - 46.7	264	270	278	14,095

*) The last five salary classifications are a mathematical extension of S-1 to S - 13 inclusive. They have been added to ensure full coverage for Local 167.

POSITIONS NOT EVALUATED

APPENDIX I.

<u>POSITION CODE</u>	<u>POSITION TITLE</u>	<u>DEPARTMENT</u>	<u>COMMENTS</u>
7-38-04	Lab Technician - S.T.P.	Municipal Laboratory	C.S.S. Committee
7-37-13	Social Technologist	Planning	C.S.S. Committee
7-36-01	Swimming Pool Technician	Municipal Laboratory	C.S.S. Committee
7-34-05-15	Draftsman II	City Engineer's	Preliminary Outstanding C.S.S. Committee
7-28-14	Stores Maintenance Clerk	S.W.A.R.U.	Preliminary Outstanding C.S.S. Committee
7-22-03-08	Clerk-Typist Receptionist	S.W.A.R.U.	Preliminary Outstanding C.S.S. Committee

WORKING WITH THE REPORT

The survey results are not meant to provide the correct salary of each job in Hamilton, it is meant to provide some indication or direction for discussion purposes. Consideration must be given to the fact that provision has not been made for the market situation as it exists in Hamilton for each particular job.

In Appendix E., the average salary of the selected bench mark jobs are provided. This figure is taken from the responses of the individual municipalities.

This figure does give an indication of how the Hamilton bench mark jobs compare to other municipalities, but should not be taken at face value because of the possibility of human error in the response from the municipalities and the different job supply and demand situations in each municipality.

The averages of bench mark jobs with over 40% respond is plotted and balanced on the graph shown in Appendix G. The 40% requirement is used to reduce the human error in responses and eliminate the possibility of extreme situations in one or two municipalities distorting the final results.

A range of classifications is then developed based on a 5% compounded table. These classifications provide a breakdown based on the evaluation points given to the bench mark jobs.

The entire catalogue of jobs is then compared to this range of point and salary classifications in Appendix A.

Appendix A. indicates the position of the mid-point of jobs with the range developed by the classification of the benchmark jobs. These ranges are not necessary the ultimate range but do provide material for discussion for both management and union.

An Example:

Look at job number 7-39-03-02, Draftsman I.

From Appendix E-3 we see that the average mid-point (defined as the mid-point weekly salary between the minimum or first year salary and the maximum or fifth year salary) for all ten municipalities responding is \$191.00 per week in 1972. According to the 1972 contract in Hamilton, the midpoint is \$176.00 per week.

This does not say that Hamilton is necessarily low because we have not considered the job market situation within the City of Hamilton or in other industries in the area. This figure does indicate that the situation should be reviewed.

Next, we look at Appendix A-2 and see that job 7-39-03-02, Draftsman I, has been given 31.8 evaluation points. This places the job within salary classification S-10. The salary range for this classification is \$179.00 - \$183.00 - \$188.00 per week.

The Hamilton mid-point of \$176.00 per week for the job is slightly lower than the range given to this classification. This gives us an indication that this job could be reviewed, looking at the point classification assigned to it, the salary range, and the job market situation for this type of job.



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